

**EXHIBIT 10**

**EQUINOX**

**RECORD OF DISCUSSION (ROD)**

**EMPLOYEE NAME:** Robynn Europe **EMP#:** 085631 **DATE ISSUED:** ENTER

**CLUB:** E 92<sup>nd</sup> Street **DEPT:** PT **POSITION:** PTM

**PLEASE SELECT ONE:**

☐ **VERBAL ROD\***  
\*Does not need to be signed by Employee

☐ **WRITTEN ROD**

☒ **FINAL ROD**

**DESCRIBE REASON FOR RECORD OF DISCUSSION. UNSATISFACTORY PERFORMANCE/BEHAVIOR:**  
*(BE SPECIFIC WITH DATES, TIMES, LOCATION, PARTIES INVOLVED, ETC.)*

**EXPECTED PERFORMANCE/BEHAVIOR (ACTION PLAN):**

## CONSEQUENCES IF UNSATISFACTORY PERFORMANCE/BEHAVIOR OCCURS AGAIN:

## EMPLOYEE COMMENTS:

*I find it a bit unfair that other employees are late, without repercussions (Chris, Raj, even Jose at times.) Employees also leave early without notice regularly, and I am the only one being reprimanded. But I understand*

I ACKNOWLEDGE THAT THIS RECORD OF DISCUSSION HAS BEEN PRESENTED TO ME AND THAT I UNDERSTAND THE EXPECTED PERFORMANCE/BEHAVIOR AS DESCRIBED ABOVE.

ROBYNN EUROPE

Employee Name (Print)

Jose Taveras

Supervisor (Print)

Rob Avellan

Witness (Print)

☐ Employee Received Copy of this ROD  
(Only if employee Signed)

Robynn Europe

Employee Signature

Date

Jose Taveras

Supervisor Signature

Date

Rob Avellan

Witness Signature

6/5/19  
Date

☐ Employee Refused to Sign

Depending on the circumstances, it may be appropriate to skip a step and issue a different level of discipline, up to and including termination. Equinox is an at-will employer. This means either you or Equinox can terminate your employment at any time with or without cause or notice. Nothing in this Record of Discussion changes your at-will status. Nothing in this Record of Discussion nor any statement or promise by a supervisor, manager or employee shall constitute a promise of employment for a specified period of time or constitute an employment agreement of any kind.

*this needs to improve*